



ANNUAL IMPACT REPORT

2024-2025



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TEMBO celebrated another remarkable year dedicated to empowering women and girls with educational opportunities in the Longido District of Northern Tanzania. Our efforts continue to be guided by our mission. They are deeply rooted in the United Nations Sustainable Development Goals (SDGs), with a strong focus on promoting quality education and gender equality.

- **SDG #4 – Quality Education:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- **SDG #5 – Gender Equality:** Achieve gender equality and empower all women and girls.

Although our impact is just one part of the global movement to achieve these objectives, we remain proud of what has been accomplished in collaboration with our Tanzanian partners. The progress we have seen not only changes the course of individual lives but also benefits families and the broader community. For many in Longido, access to education opens the door to new possibilities, hope, and empowerment.

Our work simply wouldn't be possible without the dedication and generosity of TEMBO Canada's volunteers. Last year, ten Canadian teachers travelled to Longido, offering their skills and support to the programs of TEMBO Tanzania and Learning in Longido. In addition to these international efforts, volunteers at home invested countless hours on our committees, providing invaluable support and resources that strengthened the work of our Board of Directors. Their knowledge, energy, and commitment are vital to the continued success of TEMBO.

We are especially grateful for our Volunteer Board Members, whose leadership, guidance, and passion ensure we can carry out our mission. This past year, we welcomed two new members, Jennifer Kerr-Dittrich and Clarissa Brocklehurst, to our Board. Their insights and expertise have been an asset to our organization, and we are thankful for the fresh perspectives they bring.

Finally, we extend our heartfelt gratitude to our donors. Your continued commitment allows us to make a real difference in the lives of women and girls in Tanzania. Every contribution, large or small, ensures that our programs can continue to grow and thrive. Thank you for your generosity, your partnership, and your belief in the power of education. Together, we are helping to shape a brighter and more equitable future.

Melissa Clark
President, TEMBO

ABOUT US



Our Vision

We envision a world where the girls and women of Longido District, Tanzania, have equal access to education and economic opportunities.



Our Mission

We empower our community-based partners to deliver programmes that provide fair and equitable access to education and economic opportunity in Longido District, Tanzania.



Our Values

TEMBO's work is guided by these five core values: partnership and collaboration with the local Tanzanian community; accountability; respect, trust and integrity; transparency; and responsiveness and flexibility.

FUNDRAISING EVENTS

This past year, our fundraising initiatives included the TEMBO 500, our annual Online Auction, the Give HER a Chance campaign and a new spring gathering - Inspiring Stories: Voices of Hope.



In June 2024 five cyclists – Joel Harden, Joel Downham, David Chernushenko, Gabriel Brideau and Nancy Arbogast (proxy for Katie Hession) – rode 100 km from Ashton to Ottawa to celebrate the first 500 girls to be sponsored by TEMBO and to promise continued support for the next 500 girls. Additionally, Jack Tannett and David Batchelor added a walkathon of their own, Kareem Hashimi cycled 100 km in Vancouver, and students at Algoma University held an indoor cycling challenge, all in support of TEMBO's academic support programs. **A total of \$15,900 was raised.**

In October, TEMBO held its **annual online auction**, proving again that a little shopping can provide a lot of good. **The auction raised over \$23,000.**

TEMBO launched our annual **Give HER a Chance campaign** on Giving Tuesday and over the next 30 days **raised over \$19,000**, successfully funding 45 girls to start secondary school in January 2025.

In April 2025, TEMBO **hosted Inspiring Stories: Voices of Hope**, an in-person gathering for donors and supporters. While enjoying scones and tea, donors gained an appreciation for the success of our TEMBO graduates.

One of our newest initiatives has been a **partnership with Glebe Collegiate in Ottawa and students in the Specialist High School Major in Nonprofits**. A unique and engaging component of this partnership was a virtual meeting of Glebe students and TEMBO girls in Longido, allowing student groups to connect across the globe. During the year, **Glebe students raised more than \$1,300** - funds supported 3 girls for secondary school. This partnership is introducing a new generation of followers to the TEMBO family.

We gratefully acknowledge the support of all donors and welcome individuals and organizations who make our work possible.

TEMBO TANZANIA: NOTES FROM THE EXECUTIVE DIRECTOR



On behalf of TEMBO (Tanzania), I am pleased to share the following achievements for the 2024-2025 period.

Academic Performance: Seven girls performed well in their Form Four national exams. Out of these, four were selected to continue to Form Five, while 3 received placements in different vocational colleges. This is a remarkable achievement for girls in the Longido District.

College Graduates: Two young women supported by our sponsorship program graduated from teachers' college. Additionally, a graduate has secured a government teaching job and has been posted to a school in Ngorongoro. As teachers, these girls will be able to make a significant contribution to the community. An additional seven young women graduated from vocational training colleges. We are proud of their accomplishments and the opportunities that now lie ahead of them.

TEMBO's continued support for both vocational and university education plays a vital role in empowering young women to pursue meaningful careers and achieve long-term independence. Through mentorship, academic guidance, and financial assistance, these students are better equipped to make informed decisions and overcome barriers to higher education. This investment not only transforms individual lives but also strengthens communities by fostering a generation of skilled and confident young women.

Our **Micro-Business Program** continued to show positive progress during the year, with 77 women receiving loans. The program continues to empower women by improving access to capital, supporting income-generating activities, and fostering financial independence. This initiative remains a key component of our broader effort to promote economic empowerment and sustainability among women.

During the year, TEMBO continued to deliver life skills education through its **Sara and Juma Club**, targeting both primary school students and women in the community. These life skills lessons play a critical role in equipping youth and women with knowledge to make informed decisions, advocate for their rights, and improve their overall well-being.

Paulina Sumayani

Executive Director, TEMBO (Tanzania)

172

girls enrolled in
O-Level
(Ordinary Level)
studies in
secondary school

GIRLS' EDUCATION

In 2024-2025, TEMBO supported a total of **172 girls in secondary school** and **61 girls in post-secondary education**.

July 2024: 6 girls enrolled in Form 5 (equivalent to Grade 12), bringing the total number of girls studying at the A-Level (advanced level) to 10.

November 2024: 38 girls sat the Form IV national exam that required determination, focus and hard work. TEMBO congratulates all girls on their significant achievements and wishes them well with their continued studies.

January 2025: TEMBO staff helped to prepare 45 girls for secondary school. Each girl received a new school uniform, a trunk, bedding, books and toiletries. Together with their families, the girls headed off to school eager to begin their studies. For many, this is a dream of a lifetime!

10

girls enrolled in
A-Level
(Advanced
Level) studies in
secondary
school

"TEMBO HELPED ME PACK MY TRUNK, AND MY PARENTS BOUGHT ME A TOOTHBRUSH, EXERCISE BOOKS, AND A SHOE BRUSH. I AM READY!" NOTES ZENOBIA AS SHE HEADS OFF TO FORM 1 AT LONGIDO SAMIA SECONDARY SCHOOL

45

girls sponsored
for Form 1 of
secondary
school



ACADEMIC SUPPORT



In 2024-2025, TEMBO contributed funding for the coordination of two academic support programs: TEMBO English Camp (TEC), a three-week program, that supports TEMBO sponsored girls while they are in school, and Primary and Secondary SUCCESS (PASS), a 10-week program for girls in Longido District before they start secondary school.

144

girls attended
TEC
(June 2024)

48

girls attended
PASS
(Fall 2024)

“I like all the subjects we study at PASS. I like playing different games with new friends and I like the food at TEMBO. Now, I have a light about all subjects for secondary school.”

-Leah, PASS 2024, age 14



GIRL CARE PROGRAM

"The girls who attend this program face many challenges such as forced marriages, early pregnancy, and may be at risk of female genital mutilation (FGM) due to the challenging home environment. Girl Care provides them with a safe place to sleep, nutritious meals and a conducive learning environment during the school breaks."

Paulina Sumayani, Executive Director, TEMBO (Tanzania)



Mary and Nancy spent time during a school break reviewing their cooking skills for a home economics class.

17

girls benefitted from a safe and secure place to stay when not in school.

105

nights of care during the school year with 24-hour security and matron supervision.

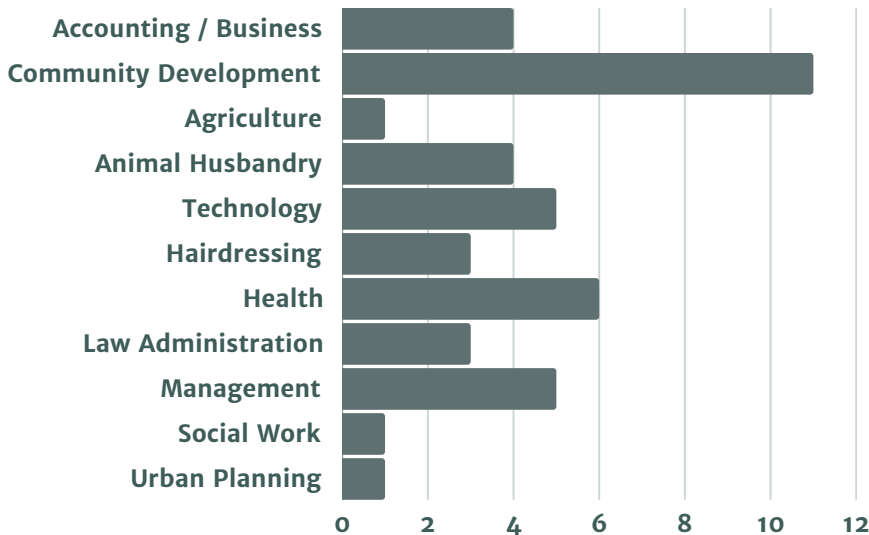


The girls help plant a vegetable garden at TEMBO, an opportunity to practice their knowledge of agriculture.

VOCATIONAL TRAINING

Agriculture, Community Development, Health Sciences, Veterinary Studies: these are some of the many vocational programs that 44 TEMBO-sponsored girls were studying in 2024- 2025. All of the girls had completed Form IV before advancing on to a college program.

What are the girls studying?



44

Number of girls attending vocational training programs in 2024-2025



"I am learning how to produce vegetables and fruits, products that will help the economy of Tanzania grow."
-Elshadai, Horticultural Research and Training Institute

"Today, I am graduating with a degree in pharmacy. Thank you for opening doors for me."
-Kamama



SARA AND JUMA PROGRAM

The key outcome of the Sara and Juma program is to empower young girls and boys with the knowledge, confidence, and critical thinking skills needed to make informed choices about their health, education, and future. The lessons emphasize building self-worth and fostering mutual respect, equipping students with values they can practice in their daily lives and share within their communities.

The program is offered to students in Standard 6 (equivalent to Grade 6) in five primary schools.

PRIMARY TOPICS COVERED IN THE PROGRAM

1. Human Rights
2. Culture and Customs
3. Effects of harmful cultural practices like FGM, early and forced marriages
4. The importance of education
5. Communications Skills
6. Health and Hygiene
7. Reproductive Health
8. Food security and Nutrition
9. HIV and sexually transmitted diseases



“The Sara Juma program helps students and pupils gain their confidence as they grow, collaborate with others, help with communication skills and problem solving.”

- Mary Lazaro , Community Facilitator

“The Sara and Juma stories have helped both girls and boys understand the harmful effects of early marriage and female genital mutilation. Through these lessons, students learn how to make good decisions and speak up for themselves. This is helping more girls stay in school and complete their education.”

- Christina Sumayani, Program Staff



LEARNING IN LONGIDO: NOTES FROM THE EXECUTIVE DIRECTOR



As we reflect on a year marked by both challenges and successes, the Learning Centre is proud of what we have accomplished together. From achieving our program and relationship with our stakeholders, 2024 seems a year of progress.

Our programs for students of all ages continue to go well. Our **preschool and primary programs** were busy all day with various activities like painting, drawing and reading storybooks. In addition, the staff worked with students with special needs by using resources available at the Centre.

A new initiative for primary students was a special program for 13 students from Orbomba Primary School. These students spent five months learning to read and, 10 of whom returned to their classroom at the end of April 2025.

The **tailoring program for women** continued to go well in the second year of the 2-year program as women mastered skills such as measuring and fitting, pattern making and cutting, sewing and assembly and finishing techniques.

Our **outreach program** continues to offer women in 4 villages an opportunity to learn basic literacy and numbers. These skills will translate to better performance for the entire family in the educational issue. The women have better opportunities in the community by knowing Swahili and have the confidence to engage in community or professional meetings.

We extend our sincere gratitude to our donors and partners for their trust and support. Looking ahead, we remain committed to sustainability and delivering the LiL programs with a clear strategy and strong team.

Leah Kisambu
Executive Director, Learning in Longido

245

pre-school children
attended programs
at the Learning
Centre

1,200

primary school
students attended
an after-school
program

182

students (including
36 adults) attended
lessons to learn
basic digital literacy

70

students attended
a Pre-Form 1
program for 10
weeks.

24

women participated
in tailoring and
gardening programs.

LONGIDO DISTRICT LEARNING CENTRE

Pre-Form 1



One of the highlights of the year was the **Pre-Form 1 program**, which **welcomed 70 students aged 13–14**. Students appreciated the daily meals, the English orientation that helped prepare them for secondary school subjects, and the celebratory graduation ceremony. Teachers noted academic improvement in English, while staff observed positive changes in students' health, personal hygiene, and the formation of new friendships.

In January 2025, thirteen children from a local primary school attended a half-day academic support program designed to strengthen grade-level literacy and numeracy skills. Working in small groups, the children received individualized attention from teachers, helping them build foundational skills and boost their confidence.

School Partnership



Adult Learners



At the Learning Centre, **adult learners found more than just a classroom** — they discovered a space where they could build confidence, sharpen their literacy skills, and tackle challenges with the steady support of dedicated staff. With encouragement and guidance, these individuals turned persistence into progress, proving that it is never too late to learn and thrive

**Women's
Literacy
Program**

138 women

participated in lessons to learn how to
read and write in Swahili



WOMEN'S OUTREACH

At TEMBO, we prioritize long-term support for women, investing in meaningful ways that enable them to thrive. Through weekly sessions in remote traditional Maasai communities, TEMBO staff provide information on human and child rights, harmful cultural practices such as Female Genital Mutilation (FGM), health and hygiene, HIV/AIDS prevention, the importance of education, nutrition, and gender equality.

During 2024-2205, 120 women in the villages of Kimokouwa, Ranch, and Oldorko participated in these sessions.

These life skills lessons play a vital role in equipping women with the knowledge to make informed decisions for themselves and their families , advocate for their rights, and strengthen their overall well-being.



FINANCIAL REPORT

The summary financial statements are derived from the financial statements for Tanzania Education and Micro-Business Opportunity (TEMBO) for the year ended April 30, 2025, as reviewed by McCay Duff LLP. This review fulfilled the legal requirements under the Canada Not-For-Profit Act.

Summary of Operation as at April 30, 2025

REVENUE

Donations	\$ 252,806
Events	\$ 24,243
Interest	\$ <u>3,442</u>

TOTAL REVENUE \$ 280,491

EXPENDITURES

Grant to TEMBO (Tanzania)	\$ 184,881
Grant to Learning in Longido	\$ 49,330
Fundraising/ Admin Canada	\$ <u>51,452</u>

TOTAL EXPENDITURES \$ 285,663

NET REVENUE FOR THE YEAR \$ (5,172)

Statement of Financial Position

Assets

Cash, investments and prepaid expenses	\$ <u>121,244</u>
	\$ <u>121,244</u>

Liabilities and Equity

Accounts payable	\$ 4,299
Deferred contributions	\$ <u>52,228</u>
	\$ 56,527

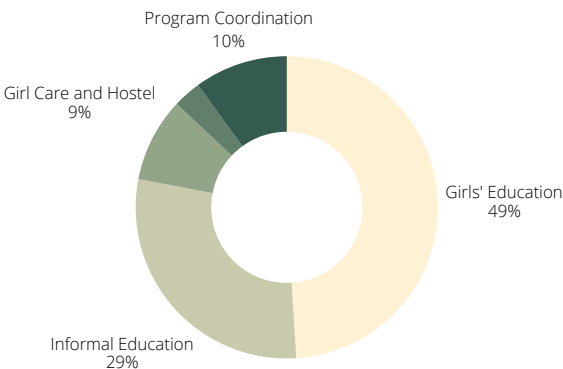
Net Assets

Unrestricted and Reserve Fund	\$ <u>64,717</u>
	\$ <u>121,244</u>

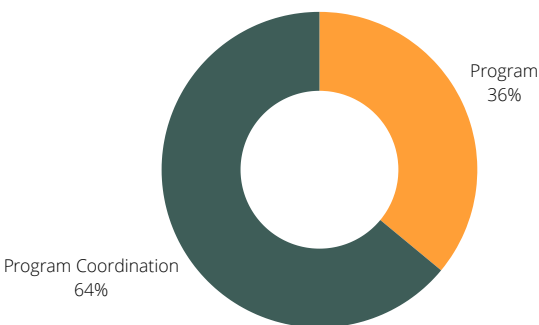
85%

of grants to Tanzania
supports mission-specific
program activities.

Grant to TEMBO (Tanzania)



Grant to Learning in Longido





**We couldn't have done it
without YOU!**

**Thank you to our donors
and volunteers for your
continued support.**

**Together, we are making
a difference in the lives
of women and girls in
Longido District,
Tanzania.**

Tanzania Education and Micro-Business Opportunity

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